

# FOUR LENSES



**“How You Can Support...  
Looking Through Your Lenses”**

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*"All of us think we see the world as it is: when  
in reality we see the world as we are."*

*Stephen R. Covey*

# FOUR LENSES Assessment



# Break Out Groups!

- ✓ Joys
- ✓ Values
- ✓ Strengths
- ✓ Needs

# GREEN

## **Leadership**

As a leader, you look at the whole picture in order to appreciate the value of each personal task. You have a clear vision in your mind, and you have processed everything, determined any pitfalls, and have plan B all organized! Your leadership style will be very much appreciated in the Marine Corps environment. If Plan A doesn't work, you already have plan B ready to go!

## **Motivation**

You encourage new ideas and love coming up with innovative ideas. You motivate your team of spouses, volunteers, and command team to think of different ways of doing something. Your skillset will be instrumental in helping your Family Readiness Officer when trying to analyze a particular topic in the Marine Corps Order, policies regarding events, and budgeting for unit events.

## **Cohesiveness**

You are the "go to" person for problem solving. You can be pivotal in your group by facilitating meetings that require decisions to be made, such as Command Team meetings. You will encourage others to solve problems, rather than focus on the issues.

# Green - Communication



Think things through  
while communicating

	Family Readiness Command Team Training	Family Readiness Officer Training	Command Team Advance Training	Family Readiness Assistant Training	UNEP's Training	Public Training and PPR UNEP	PI	OPED
120 HOURS Chapter	120 DAYS							
Family Readiness Officer	120 DAYS	120 DAYS	120 DAYS	120 DAYS	ALL SESSIONS ASAP	120 DAYS	45 DAYS	45 DAYS
Family Readiness Assistant	120 DAYS	120 DAYS	120 DAYS	120 DAYS	ALL SESSIONS ASAP		45 DAYS	45 DAYS
Command Team Advance	120 DAYS				120 DAYS		45 DAYS	45 DAYS
Family Readiness Assistant				120 DAYS	ALL SESSIONS ASAP		45 DAYS	45 DAYS

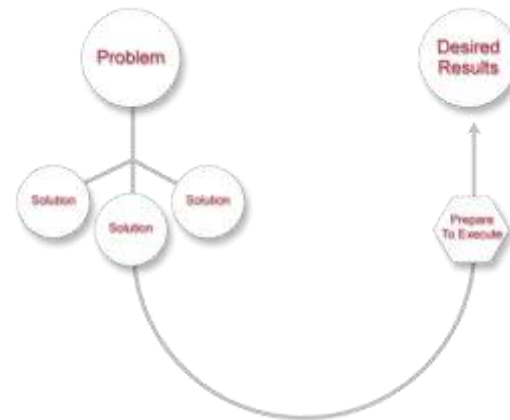
Require logic in  
planning



Communicate with  
clear objectives and  
guidance



Ask many questions



Communicate with a desired  
result in mind

# BLUE

## **Leadership**

As a “blue” leader, you enjoy working in groups. You require clear goals and expectations. You constantly focus on keeping things harmonious and avoid conflict. As a leader in your unit, you can help your volunteers coordinate events such as baby baskets, welcome aboard meals, or any event that is near and dear to your heart.

## **Motivation**

You are motivated by feeling like you are making a difference in the world, and in your unit! When you see a family in need, you are that person that reaches out to them, embraces their challenge, and walks with them as they overcome obstacles. You take pride in helping others, and this motivates you as well as others.

## **Cohesiveness**

Working with a group is what you love! You will make your volunteers feel wanted and needed, and they will love you for that. Because you like “keeping the peace”, teamwork is right up your alley. You take the time to know the members of your team, and this makes them feel appreciated. Families will feel appreciated, like they belong!



Communicate by  
maintaining peace

## Blue - Communication



Communicate by supporting events  
and being a physical presence for  
families!



Always find time for  
others



Communicate by  
lending a hand



Communicate by  
providing comfort

# GOLD

## **Leadership**

As a gold, you are an extremely dependent leader! Spouses, volunteers, and the command team will feel very confident in your abilities because of your dependability. As a leader, you try to avoid all problems before they even occur. Order & organization are a gold's trademark.

## **Motivation**

You are motivated by anything that has a high value for results. The more work you have, the more motivated you feel. You thrive in participating on many projects, meetings, and planning. You will motivate your team by showing your enthusiasm in all that you do for the unit! (matching unit T-shirts)

## **Cohesiveness**

With your team, you will be that person who is always prepared in case setbacks and unfortunate events occur. You always have a list ready to start checking things off, and you always have a back up plan. Together, not only can you “get things done”, but you also accomplish a sense of belonging all at the same time.

# GOLD - Communication



Communicate by checking things off as we go along



Communicate by having an action plan in order to come up with a solution



Strategize together for a solution



Communicate by planning ahead



Communicate with order and organization



Communicate often with a "to do list"

# ORANGE

## **Leadership**

As an “orange” you make things happen. One of the greatest things about you is that you do not micromanage. This will help you when planning events, coordinating volunteer efforts. You empower the people that work with you to prosper on their own.

## **Motivation**

The things that motivate you, would enable you to motivate others. You enjoy hearing that your contributions are “fabulous”, “over the top”. In turn, you will find yourself motivating the spouses and family members to continue doing great things. You are their biggest cheerleader! We can do it attitude!

## **Cohesiveness**

You thrive on cohesiveness if you don’t have to deal with the drudgery work. You would much rather focus on keeping things moving and light. Active participation from your team is important to you, so you will actively push your team to participate as much as possible! Use as much fun and humor as possible.

# ORANGE - Communication



Openly  
communicate, say it  
like it is!



Doesn't matter how you  
communicate, just  
communicate. Make it short  
and sweet!



Straight to the point



Humor, laughter,  
social settings



Make it fun



Energetic

# How You Can Support...

- By acknowledging your preferences, understanding your motives
- By communicating with people in a meaningful way, appreciate their perspective
- Motivate your volunteers
  - Blues – Praise their contributions
  - Golds – Praise their judgment
  - Greens – Praise their insight
  - Oranges – Praise their achievements
- Communicate with purpose in your units
  - Blue – Be genuine & sincere
  - Golds – Appreciate their time
  - Greens – Talk about possibilities
  - Oranges – Talk about what interests them the most



# Supporting Your Unit

## *In Your Own Way*

